

**KBVO, KBVO-CD, KHPF-CA, KHPL-CA,
KHPM-CA, KHPX-CA, KHPZ-CA, KXAN**

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Investigative Digital Reporter & Producer	1-6, 8-27	17
Investigative Reporter	2-6, 8-13, 15-27	17
Studio Technician	2-6, 8-13, 15-27	24
Regional Account Executive	2-6, 8-13, 15-27	2
Digital Reporter	2-13, 15-27	12
Digital Reporter	2-13, 15-27	7
Senior Account Executive	2-13, 15-27	2
Anchor	2-6, 8-13, 15-27	11
Investigative Reporter	2-6, 8-13, 15-27	10
Creative Services Producer	2-6, 8-13, 15-27	9
Digital Executive Producer	2-6, 8-13, 15-27	11
Studio Technician	2-6, 8-13, 15-27	12
Account Executive	2-6, 8-13, 15-27	12
Account Executive	2-6, 8-13, 15-27	12
Ignite Director	2-6, 8-13, 15-27	17
Ignite Director	2-6, 8-13, 15-27	17
Programming Coordinator	2-6, 8-13, 15-27	17
Digital Strategist	2-6, 8-13, 15-27	17
Senior Account Executive	2-6, 8-13, 15-27	11
Sports MMJ	2-6, 8-13, 15-27	17
State Capital Multimedia Journalist	2-6, 8-13, 15-27	25
Account Executive	2-6, 8-13, 15-27	11
Senior Account Executive	2-6, 8-13, 15-27	7

* Recruiting source 1 (602 Communications) was removed Master Recruiting Source List for future job posts.

* Recruiting source 14 (Medialine) was removed Master Recruiting Source List for future job posts.

* Nexstar did not actively distribute job vacancy notices to Indeed or LinkedIn. However, said sources re-posted some but not all of the SEU's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Promotions Coordinator	2-6, 8-13, 15-27	9
Photojournalist/Videographer	2-13, 15-27	17
Assignment Editor/Digital Content Producer	2-6, 8-13, 15-27	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (602) 954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : http://www.awmaustin.org Email : info@awmaustin.org Beth Bobbit	N	7
3	Austin Area Urban League 8011A Cameron Rd Bldg A-100 Austin, Texas 78754 Phone : 512-478-7176 Url : http://www.aaul.org Email : communications@aaul.org Fax : 1-512-478-1239 Darnise Jones	N	0
4	Austin Film Society 1901 East 51st Street Austin, Texas 78723 Phone : 512.322.0145 Email : afs@austinfilm.org Rebecca Campbell	N	0
5	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Fax : 1-512-257-7179 Jay Rubin	N	0
6	Austin School of Film 2200 Tillery Street Austin, Texas 78703 Phone : 512-236-8877 Fax : 1-512-857-1082 Anne Goetzmann Kelley	N	0
7	Employee Referral	N	4

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8	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3000 Url : http://www.cdg.htu.edu Paul Livingston Manual Posting	N	0
9	Indeed.com 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : .800-475-4361 Url : www.indeed.com Career Services Manual Posting	N	11
10	Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : (573) 882-1984 Url : ire.org Email : jobpostings@nicar.org Mark Horvit	N	6
11	KXAN 908 W. MLK Blvd. Austin, Texas 78701 Phone : 512-703-5221 Url : http://www.kxan.com Email : rachel.steading@kxan.com Rachel Steading	N	20
12	Linked In	N	17
13	Media Post Publications 145 Pipers Hill Road Wilton, Connecticut 06897 Phone : 212-204-2000 Url : http://www.mediapost.com Fax : 1-917-591-3261 Kenneth Fadner	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
15	National Association of Black Journalists 1100 Kight Hall Suite 3100 College Park, Maryland 20742 Phone : (301) 405-0248 Url : http://www.nabj.org Fax : 1-301-314-1714 Daryl Matthews	N	0
16	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahj.org Email : jobbank@nahj.org Fax : 1-202-772-7144 Job Bank	N	0
17	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	42
18	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : http://www.sbe.org Email : mclappe@sbe.org John Poray	N	0

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19	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : http://www.southwestern.edu Fax : 1-512-863-5788 Gerald Brody	N	0
20	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : http://www.stedwards.edu Fax : 1-512-448-8549 Barbara Henderson	N	0
21	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.TAB.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	4
22	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : http://www.txstate.edu Fax : 1-512-245-3993 Karen Julian	N	1
23	Texas Workforce Commission 3401 Webberville Rd Bldg 1000 Austin, Texas 78702 Phone : 512-223-5400 Url : http://www.twc.state.tx.us Fax : 1-512-223-5463 Allen Miller	N	1

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24	The University of Texas 1 University Station Austin, Texas 78712 Phone : 512.471.9421 Url : http://www.utexas.edu Email : hirealonghorn@austin.utexas.edu Matt Berndt	N	6
25	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	8
26	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-472-6267 Email : info@uwatx.org Janet Arnold	N	0
27	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING			127

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, investigations, sports and weather.</p> <p>For Fall 2021 semester, the SEU hosted seven interns from The University of Texas at Austin. During the Summer 2021 semester, the SEU hosted one intern from The University of Texas at Austin, one from Oklahoma State University, one from The University of Houston, one from The University of Miami, one from Texas A&M University, and one from The University of North Texas. In the Spring 2022 semester, the SEU hosted eight students from The University of Texas at Austin, and one intern from St. Edward's University.</p>	8	General Manager Director of Investigations and Innovation Assignments Editor News Executive Producer
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Texas Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	4	General Manager HR Business Administrator Director of Sales News Director
3	Ongoing Event	Establishment of training programs for station personnel	The SEU has an established training program designed to allow employees to gain knowledge and skills that could enable them to qualify for higher level positions. There were fourteen (14) participants during the instant reporting term.	14	General Manager HR Business Administrator News Director Local Sales Manager
4	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminates job vacancy notices to the Texas Workforce Commission, a state funded, publicly available broad-based general job bank.	3	General Manager Operations Manager HR Business Administrator

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5	2/24/2022	Participation in Job Fairs	The SEU participated in The University of Texas Moody College of Communication Career Expo Virtual Internship and Career Fair on February 24th, 2022. SEU representatives with hiring authority met with potential interns and job candidates from The University of Texas at Austin.	4	HR Business Administrator Director of Sales Internship Coordinator Chief Photographer
6	2/24/2022	Participation in Job Fairs	Members of the SEU participated in the Spring 2022 Hispanic-Serving Institutions Virtual Summit and Fair. SEU members met with attendees from The University of Texas-San Antonio, University of the Incarnate Word, and Texas A&M University-San Antonio regarding potential internships and career opportunities.	4	Director of Sales Executive News Producer Assignments Editor/Internship Coordinator HR Business Administrator
7	2/28/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at The University of Texas at Austin - Moody College of Communications. He spoke about career opportunities, career decisions, and job requirements.	1	Digital Sales Director
8	3/3/2022	Provision of training to management	The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	7	General Manager Director of Sales News Director Chief Engineer